



# Enlisted Retention



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# Overview



- Enlisted Force Career Progression
- The Retention Problem
- AF Retention Efforts
  - Career Assistance Advisor
  - Civilian Jobs
  - Pay Initiatives
  - Retirement
  - Recognition
  - Unit Leadership
  - Job Satisfaction/Assignment
  - Promotion Opportunities
  - Additional Duties
- What You Can Do



# 1<sup>st</sup> Term Airmen



- 34,000 Recruits per Year
  - Basic Military Training
  - Technical School
  - Achieves Apprentice Skill Level (Airmen)
  - Approximately 6,800 separated



# 1<sup>st</sup> Term Airmen



- Reaches 48 Months TIS
  - 48% Separate (AF goal 55% retained)
    - Loss of the Fully Skilled Airmen
    - Loss of the Trainers for New Airmen
  - 52% Reenlist for Second Term



# 2d Term Airmen



- SSgt with 8-10 Years of Experience.
  - 31% Separate (AF goal 75% retained).
    - Loss of Highly Skilled Core Force.
      - Technicians.
      - Maintainers.
      - Trainers.
      - Deployers.

Example -- in FY 00 128 second term airmen had a DOS at Sheppard, only 108 were eligible to reenlist. AF 75% goal based on the 108 eligible.



# Career Airmen



- Of Original 34,000 Recruits
  - 5,100 Reenlist for 3d Term
  - Promoted to Technical Sergeant (14 years)
  - Promoted to Master Sergeant (16 years)
  - 10% Separate With Less Than 8 Years Until Retirement



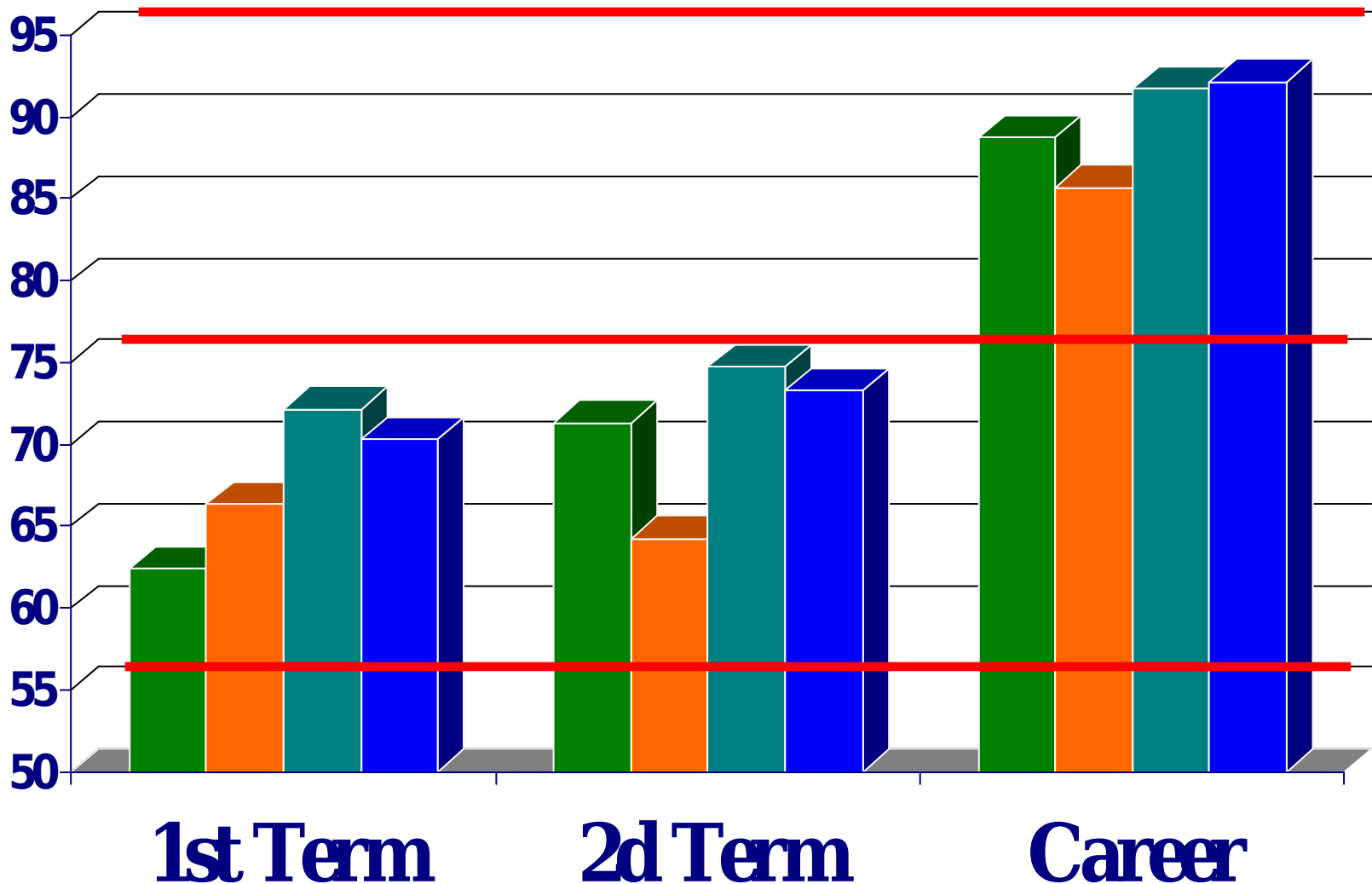
# The Retention Problem



- Expertise Leaving
- Hollowing out of Mid Career Grades
- 240,515 Airmen, 84% of Enlisted Force Must Make a Reenlistment Decision Between FY00 and FY03

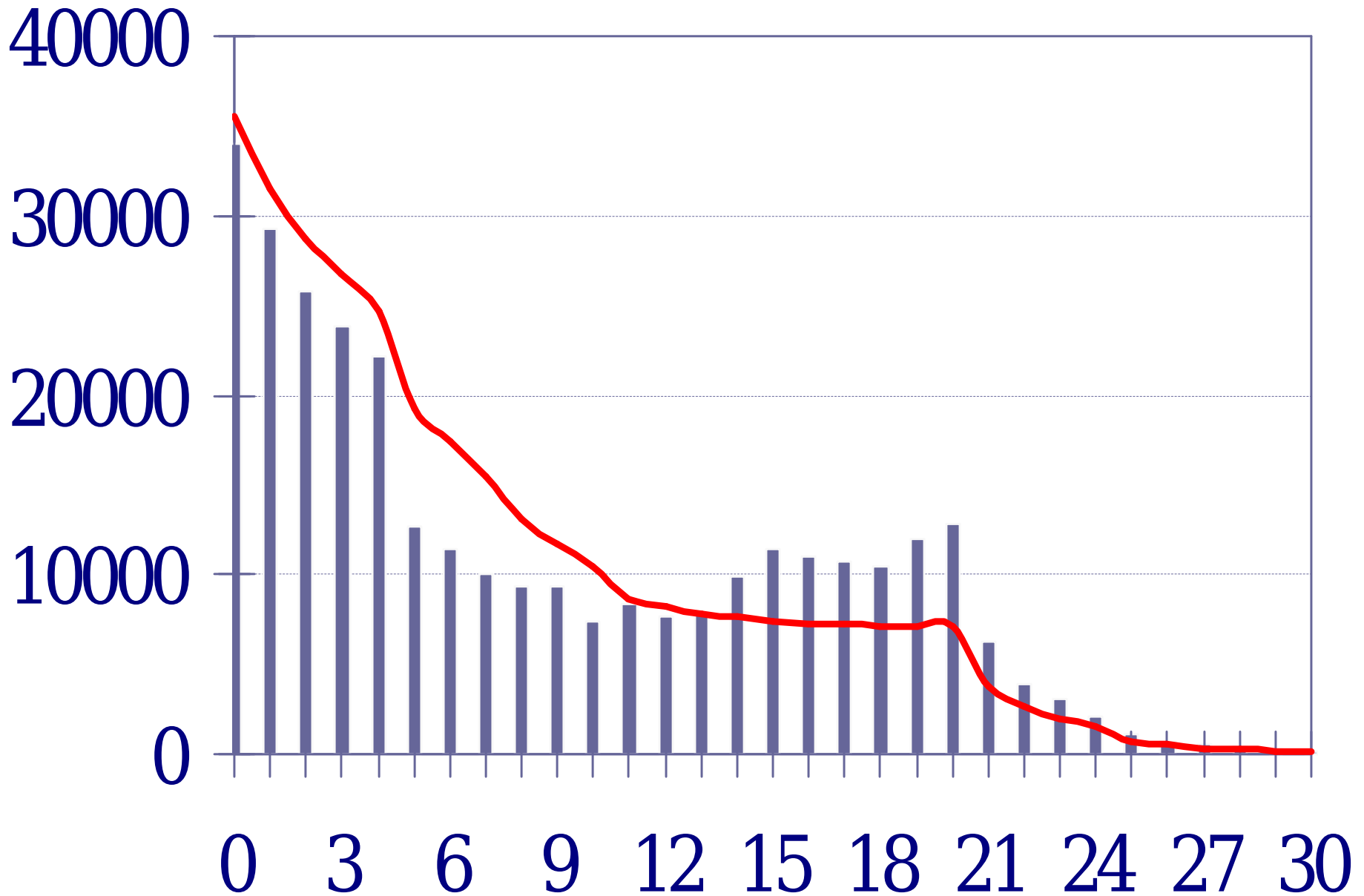
# The Retention Problem

■ SAFB 00 ■ SAFB 01 ■ SAFB 02 ■ SAFB 03



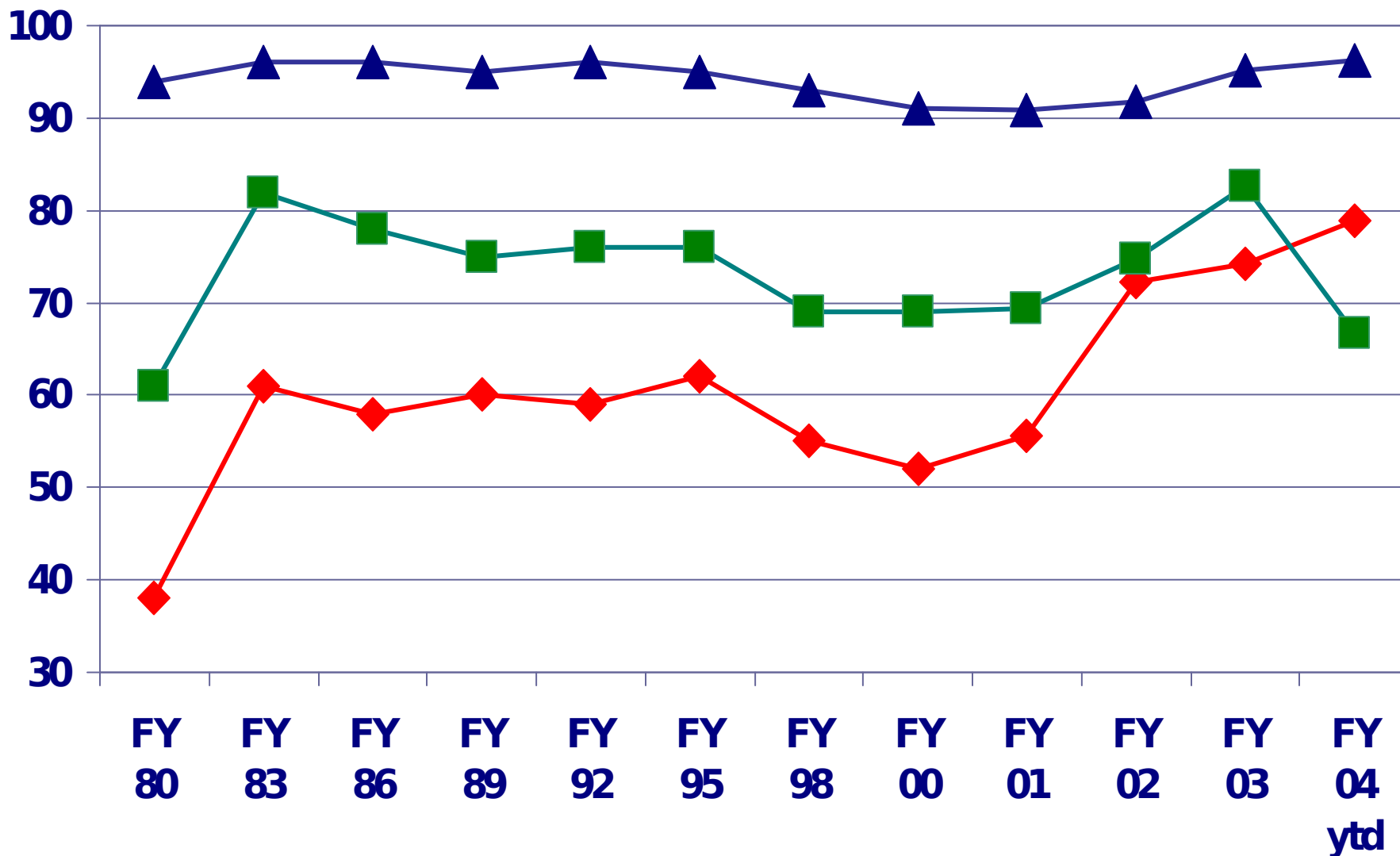


# Force Sustainment



# Air Force Retention Trend

—◆— 1st Term —■— 2d Term —▲— Career





# Why Separate? Top Ten Reasons to Get Out



- Availability of Civilian Jobs
- Pay & Allowances
- Recognition
- Unit Leadership
- Job Satisfaction
- Job Assignment
- Base of Assignment
- Promotion Opportunities
- Geographic Area Assigned
- Amount of Additional Duties



# Enlisted Retention Efforts



- Civilian Jobs
  - Differences in Benefits
  - Promotions
  - Comparative Pay
    - “Riley Guide” [www.dbm.com/jobguides/salguides.html](http://www.dbm.com/jobguides/salguides.html)
    - Occupational Statistics  
[www.stats.bls.gov/oes/oes\\_data.htm](http://www.stats.bls.gov/oes/oes_data.htm)



# Enlisted Retention Efforts



- Pay
  - .5% Above Private Sector thru 2006
  - BAS Reform
  - Elimination of BAH Shortfall
  - Retirement Improvements



# Enlisted Retention Efforts



- **PAY** (Last 4 years)
  - **27.72% pay increase for 16 year MSgt**
    - **\$49,692 (\$23.89 per hour)**
  - **27.16% pay increase for 14 year TSgt**
    - **\$44,160 (\$21.23 per hour)**



# Enlisted Retention Efforts



- Retirement
  - Restoring 50% High-3 plan
  - Career Status Bonus
  - Thrift Savings Plan
    - 8% of base pay
    - \$11,500 per year max
    - Tax Deferred retirement savings



# Enlisted Retention Efforts



- Recognition
  - Streamlined Decoration Processing
  - “Pin’em Where You Win’em”
  - Use Existing Programs
  - Recognize Those who Reenlist

**Deserving Recognition**





# Enlisted Retention Efforts



- Unit Leadership
  - Mentoring Programs/Education
  - Top Down Revitalization
  - Training From CAA
  - Supervisor Involvement



# Enlisted Retention Efforts



- Job Satisfaction
  - Retraining Opportunities
  - Special Duties
  - TDYs
  - Educational Opportunities



# Enlisted Retention Efforts



- Job Assignment
  - Work in Career Field
  - Rotational Assignments in broad fields
  - Reduction of “Created Jobs”



# Enlisted Retention Efforts



- Base of Assignment
  - BOP Program
  - Equal Listing
  - Special Duties

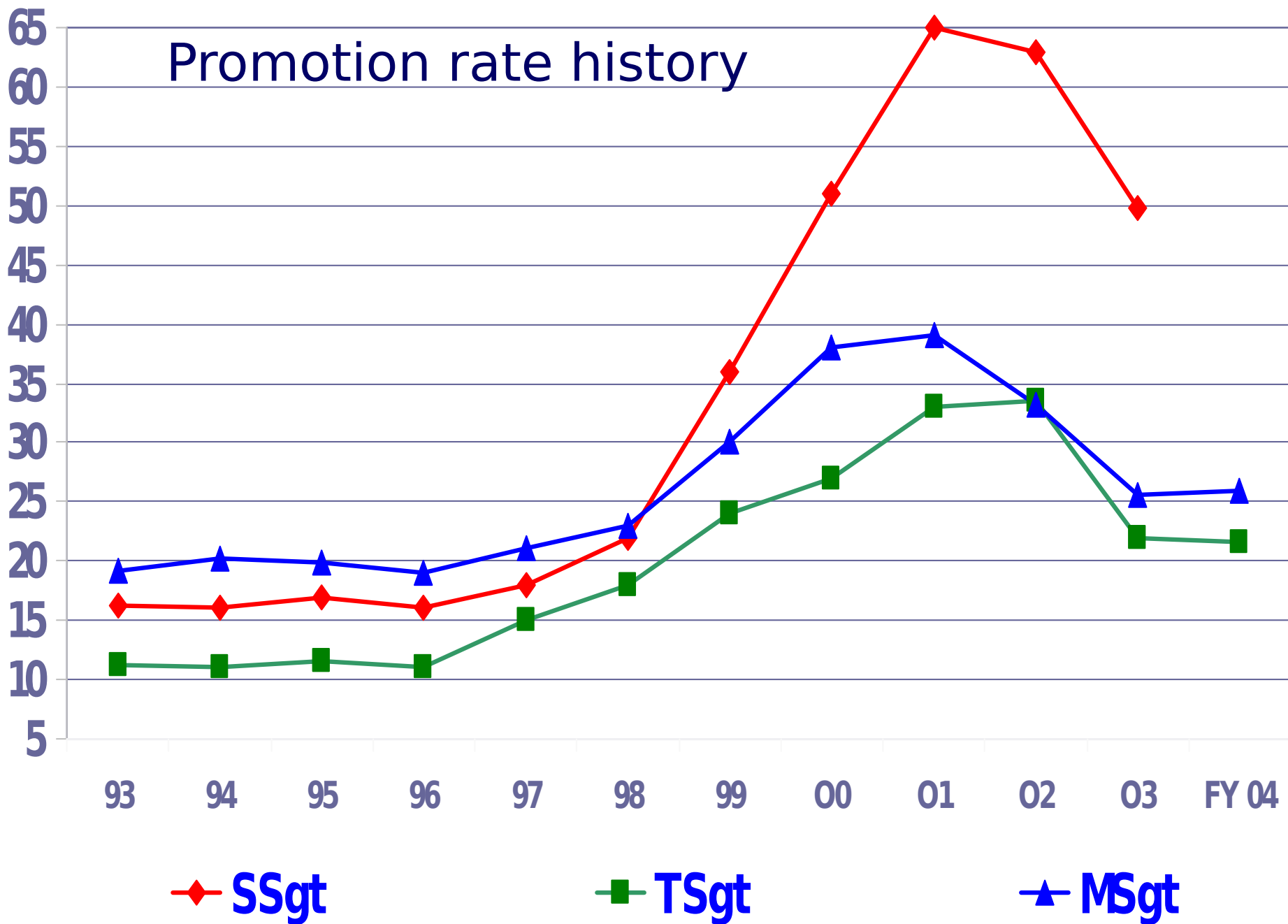


# Enlisted Retention Efforts



- Promotion Opportunities
  - Rearrangement of Enlisted Force
  - was 45% NCO - 55% Airmen
  - NOW 55% NCO - 45% Airmen
  - Retention/Recruitment creating Vacancies

## Promotion rate history





# Promotions You Have the POWER

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- **Visible System**
- **Understandable**
- **Accepted**
- **Equal Selection Rates**
- **Feedback**

**YOU PROMOTE YOURSELF**



# Enlisted Retention Efforts



- Amount of Additional Duties
  - Check Value
  - Prevent Expansion
  - Reject non-mission essential workloads
  - DON'T toss on Airmen
  - DON'T create for promotion





# What Can You Do?



## Become Personally Involved in the Lives of Personnel

- Mentoring Must Be Real -- NOT Compliance
- Keep Information on Programs Flowing
- Help Enlisted Find Their Career Path
- Value the Intangibles of Service
- Stand up For Your People

# RECOGNITION OF OUTSTANDING PERFORMERS



# Questions ?

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